

General Services Division Earns Governor's Awards for Energy Efficiency



**Roger Berna, Warren Whitney
and Arabinda Ghosh**



John Lichty, Don Fitzpatrick and Mark Grange

At the annual ceremony for the "Governor's Awards for Energy Efficiency", held on April 7, 2005, Lynette Evans, Governor's Policy Advisory for Regulatory Affairs, and Ken Clark, Arizona Department of Commerce/Energy Office Director, presented **Arabinda Ghosh**, P. E. Chief Engineer, **Roger Berna**, General Manager of Building and Planning Services and **Warren Whitney**, Assistant Director ADOA/General Services Division with an "Award of Merit" for the "First - Energy Performance Contract."

This contract is for 35 of the Capitol Mall buildings. The first phase, a detailed energy audit containing conservation measures, annual savings and design and construction costs related to financing construction management, has been submitted to ADOA for review and comments. Anticipated annual savings for this contract are \$205,000. The contract requires that 50% of the savings generated by each measure must be deposited in ADOA's Energy Conservation Fund for use in other conservation projects.

An "Award of Special Recognition" was presented to GSD's **Mark Grange**, P. E., Assistant Chief Engineer/Building and Planning Services, **Don Fitzpatrick**, Assistant General Manager/Facilities Operations and Maintenance Section, and **John Lichty**, HVAC-Engineering Manager/Facilities Operations and Maintenance. This award was for "Response to Demand Reduction Required from the Transformer Fire." ADOA, under the leadership of **Betsey Bayless**, responded actively to meet the needs of the community by turning off lights and by raising the cooling set point temperature. Once the new transformer was installed, many of the changes returned to normal. Surprisingly, the reduced levels were preferred by some; consequently, those changes have become permanent. The project, intended to prevent rolling blackouts, saved \$30,000 in electric bills for the State.

Also presented was an "Award of Merit" to Mark Grange, P. E., Assistant Chief Engineer, GSD/ Building and Planning Services; Al Francis, Administrator of Facilities Management/Department of Health Services and Craig Dunlap, Assistant Director of Business and Finance Services/ Department of Health Services. The "Health Services Energy Initiatives" project consisted of a multi-faceted approach to assist Health Services in reducing costs and maintaining energy bills within fixed energy budgets. High energy bills were tackled with a three-pronged approach that included:

- ♦ Continuing a low-cost, no-cost approach that commenced from ADOA
- ♦ Executing an energy analysis and implementation plan by the property management team for the new Health Services building
- ♦ Implementing highly effective cost reduction strategies at the new Health Services Lab

The project's net cost was \$17,192 with an estimated return of \$862,820 over a ten year period. Congratulations to all!

A newsletter for employees of the Arizona Department of Administration regarding agency employees and created by employees.

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The Director's Corner



Betsey Bayless

I don't know about you but I enjoyed our Ice Cream Social in appreciation of all of you...for your dedication and commitment to State Government. Many times I have mentioned the great things ADOA has done and is doing. All of these accomplishments are because of you. We have all worked hard and have accomplished much. We have many opportunities and challenges ahead of us and I know we will meet them with the same convictions we have in the past. I look forward to our continued success and thank you all.

In case you missed it, I am attaching a copy of the "One Minute Can Change A Life" excerpt I read on Employee Appreciation Day. I encourage all of you to take a few moments to recognize the good work your co-workers do...don't wait for a "designated day"...to thank someone for a job well done.

"He almost killed somebody, but one minute changed his life. The beautiful story comes from Sherman Rogers' old book, FOREMEN: LEADERS OR DRIVERS? In his true-life story, Rogers illustrates the importance of effective relationships.

During his college years, Rogers spent a summer in an Idaho logging camp. When the superintendent had to leave for a few days, he put Rogers in charge.

"What if the men refuse to follow my orders?" Rogers asked. He thought of Tony, a worker who grumbled and growled all day, giving the other men a hard time.

"Fire them," the superintendent said. Then, as if reading Rogers' mind, he added, "I suppose you think you are going to fire Tony if you get the chance. I'd feel badly about that. I have been logging for 40 years. Tony is the most reliable worker I've ever had. I know he is a grouch and that he hates everybody and everything. But he comes in first and leaves last. There has not been an accident for eight years on the hill where he works."

Rogers took over the next day. He went to

Tony and spoke to him. "Tony, do you know I'm in charge here today?" Tony grunted. "I was going to fire you the first time we tangled, but I want you to know I'm not," he told Tony, adding what the superintendent had said.

When he finished, Tony dropped the shovelful of sand he had held and tears streamed down his face. "Why he no tell me dat eight years ago?"

That day Tony worked harder than ever before -- and he smiled! He later said to Rogers, "I told Maria you first foreman in deese country who ever say, 'Good work, Tony,' and it make Maria feel like Christmas."

Rogers went back to school after that summer. Twelve years later he met Tony again. He was a superintendent in railroad construction for one of the largest logging companies in

the West. Rogers asked him how he came to California and happened to have such success.

Tony replied, "If it not be for the one minute you talk to me back in Idaho, I keel somebody someday. One minute, she change my whole life."

Effective managers know the importance of taking a moment to point out what a worker is doing well. But what a difference a minute of affirmation can make in any relationship!

One minute. Have you got one minute to thank someone? A minute to tell someone what you sincerely like or appreciate about her? A minute to elaborate on something he did well? One minute. It can make a difference for a lifetime."

by: Steve Goodier -- from 'ONE MINUTE CAN CHANGE A LIFE'

**Always remember,
everyone is hungry
for praise and
starving for honest
appreciation!**

David Brandt Berg

Betsey Bayless

CAUSE FOR APPLAUSE

ADOA's *Cause for Applause* instant recognition program allows you to recognize fellow employees on-the-spot for doing a job beyond expectations. The program minimizes procedures and maximizes immediate feedback. Cause for Applause certificates are available through your division coordinator or find an electronic copy on your local area network.



Mark Your Calendar

Every Tuesday Toastmasters Meeting
at noon in room 400A



June

10-12th Big Boys & Their Toys - Civic Plaza



16th Bring Your Child to Work Day

18th Jet vs. Funny Cars - Firebird International Raceway



19th Father's Day

29-July 4th Ringling Brothers & Barnum & Bailey Circus - America West Arena



July

4th Independence Day - State Holiday



15-17th Arizona Home & Building Expo - Civic Plaza

Wise Words

"People often say that motivation doesn't last.

*Well, neither does bathing -
that's why we recommend it daily."*

~Zig Ziglar

May/June Milestones

Five years

FSD Serena Garcia, Denis White
GSD Leonard Lopez, Lorenzo Munoz, Jesus Uribe
MSD David Haas
CP Clayton Jeppsen
HRD Megan Darian, Ruth Stieger-Gentle

Ten years

HRD Susan Strickler
GSD Janet Collegio, Benjamin Whisenant
ISD Patricia Banker

Fifteen years

ISD Jeff Grossman, Susan Lehr, Chuck Taylor, Jim Wysoski
HRD Kathleen Reinhardt

Twenty years

MSD John Pollpeter

Twenty-five years

ISD George Waselus



Employee Appreciation Ice Cream Social



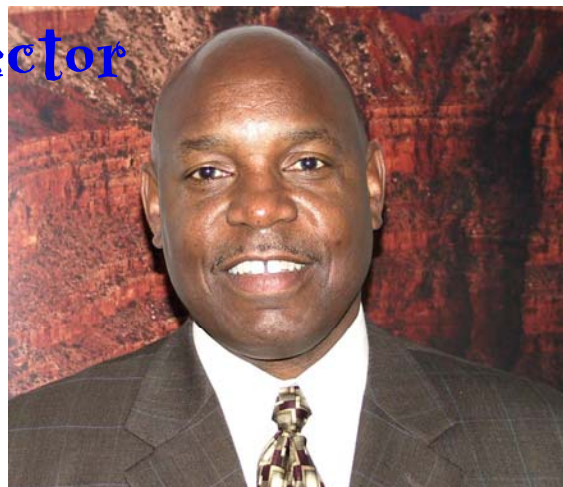
Tucson Employee Appreciation Ice Cream Social



Meet Our New Deputy Director

Jerry Oliver comes to ADOA from the Arizona Attorney General's Office where he was Special Policy Advisor, Matters of Public Safety.

Jerry has led and managed large police organizations serving as the Assistant Chief of Police in his hometown of Phoenix; the Director of Drug Policy in Memphis, Tennessee; Chief of Police in Pasadena, California and Richmond Virginia. From February 2002 until January 2004, he was the Chief of Police for the Detroit, Michigan Police Department. In May 2000, he was cited as one of our country's prominent policing leaders and bold advocates for policing reform, preparedness and professionalism. He brings a wealth of public sector leadership and senior management experience to our agency.



Jerry was twice selected as an Executive Fellow with the Washington, D.C. based Police Foundation and is an active member of several national executive organizations. He was one of the originators of Richmond's Project Exile, a nationally acclaimed and mimicked program which targeted gun and drug violence. This program was credited by the White House with reducing the murder rate in Richmond by 40% in three years. Jerry earned both his bachelor's and master's degrees at Arizona State University. He is a 1988 inductee into the Arizona State University College of Public Programs Distinguished Alumnus Hall of Fame.

Jerry, is a native Phoenician. He and his wife, Felicia, have five children and reside in Ahwatukee. Welcome to ADOA Jerry!

Congratulations to those named
Employee of the Third Quarter
from their divisions.

**Employees of
the Third Quarter**

Jamie Epstein	GAO
Cindy Tuxford	MSD
James Scarboro	EPS
Patricia Coats	ISD
Mel Brender	HRD
Laura Payne	CP
D.C. Henderson	GSD



The Arizona Law Enforcement Torch Run – Supporting Special Olympics

The Arizona Law Enforcement Torch Run helps support the Special Olympics. This year marks the 20th anniversary of the Torch Run in Arizona. The goal of Special Olympics is "for all persons with intellectual disabilities to have the chance to become useful and productive citizens who are accepted and respected in their communities." Fundraisers like bake sales, silent auctions, cosmic bowling and pledges help raise money to assist our athletes in reaching their full potential.

This year the Capitol Police Department raised \$4,500 in support of Special Olympics. On May 7th, Capitol Police personnel actively participated in escorting the Special Olympics Torch as it was transported through the State Capitol. Capitol Police personnel took possession of the torch at 17th Avenue and ran with it to 7th Avenue – the State Capitol's eastern boundary.

The following runners represented the Capitol Police in The Torch Run: Sergeants **John Burris** and **Bret Boettcher**; and Officers **Jared Bunn** and **Lance Spivey**.



Members from Capitol Police:
Jared Bunn, Lance Spivey,
Bret Boettcher and John Burris.



Greg Carmichael Wins Again



Having won the Area P1 speech contest, **Greg Carmichael** (HRD) represented the Area at the Division Toastmasters competition on Saturday, April 9th and won the Division contest. He then moved on to the district contest held on Saturday, May 21st. Greg did not win at the district level. He realized as in the reality shows such as *The American Idol* or *The Apprentice*, currently the hits on television, that the competition increases at each level.

Greg exclaimed, "It has been a wonderful experience." The other members of the **AZ You Like It Toastmasters** club are proud of Greg and his accomplishments. A club member was heard expressing accolades and commenting that, "Speaking skills are acquired through practice and experience. The mission and goal of Toastmasters is to provide that experience in a safe and friendly environment."

Greg, thanks for a job well-done.



Thousands Turn Out for State Government Job Fair

In the early morning hours of Saturday, May 7, 2005, job seekers could already be spotted forming a line outside the State Fair Grounds. A businessman in a dress shirt and tie, an active woman in tennis shoes and socks, many with resumes and references in hand—to the Coliseum they came with high hopes of landing that perfect position with the State of Arizona.



"I knew it was going to be a successful day when people started lining up at 6:45 a.m. The doors weren't even scheduled to open until 9:00—it was unbelievable!" said Emilio Velez, State Recruitment Manager and part of a team of human resources professionals who organized the event.

Close to 2,500 applicants attended the six-hour job fair, sponsored by the Department of Administration's Staffing and Recruitment team. State agencies in attendance totaled 24, with 212 employees working the event. Recruitments were being made for approximately 400 jobs with 270 job classification requests made by the agencies for direct hire.

"We provided a broad range of potential opportunities, from administrative functions to law enforcement—we even recruited for a scientist," Velez said. "This is the whole idea behind having the event on a weekend. You get a wide spectrum of people applying."



The ADOA job fair team performed a variety of duties throughout the event, including welcoming applicants at the door with raffle tickets, working the information booth, staffing job fair tables, maintaining the hospitality area, guiding the flow of traffic and attending to the media, among other important tasks.

"I think my greatest joy was seeing the number of people who attended and the amount of applicants interviewed on the spot," Velez commented. "It was truly an amazing turnout!"



WALK ON WEDNESDAYS FUNDRAISER

Back by popular demand, ADOA once again held its **Walk on Wednesdays** fundraiser around the State Capitol. Every Wednesday, throughout the month of April, the Arizona Department of Administration's Employee Recognition Committee sponsored the **Walk on Wednesdays** (WOW!) Walk-A-Thon. Those participating not only benefited from the weekly exercise, but had fun trying to out-walk the competition.

Each walker could either pledge themselves for a minimum of \$2.00 or have family, friends or co-workers make pledges on their accomplishments. There were weekly prizes drawn from the total number of registered walkers and great grand prizes for those walking the most total laps and raising the most total pledge dollars at the end of the campaign. During the May 4th Employee Recognition ice cream social, Betsey Bayless announced the winners.

Josefina Olivas (ISD) raised the most money and **Mark Grange** (GSD) walked the most miles. Each winner received gift certificates to local restaurants and GameWorks at the Arizona Mills Mall.

Thanks to all the walkers who participated in the event and thanks to those of you who sponsored these walkers. You helped raise over \$1,100 for the ADOA Employee Recognition fund which helps pay for food and beverages for the events we have throughout the year.

Thanks to the following walkers:

FSD

Charmayne Skow, Cheryl Toone, Courtney Bulkley, Frank Hinds, Gayle Davis, Jim Matthews, Kathy Roberts, Megan Ermon, Mira Dobson, Tim Bonkoskey, Vahn Vo

GSD

Betty Topar, Dolores Habre, Ed Estrada, Lynn Heffington, Mark Grange, Martha Mereles

HRD

Carolyn Wright, Jim Spielman, Sally Chee, Vish Hedge

ISD

Josefina Olivas

MSD

Becky Rivera, Cherylanne Ciaraviro, Cindy Tomko, Cindy Tuxford, Joyce Wright, Sue Tabor





Arizona SPIRIT of Business Symposium & Agency EXPO

..."How to Market and Sell to the State of Arizona"

Golf Tournament Fit to a Tee

It was a beautiful day, Saturday, May 14th, out in Surprise, Arizona where the General Services/Capitol Police Division held their 6th Annual Golf Tournament. Arizona Traditions Golf Club hosted the event with 120 players from both the state and private sector.

After the tournament, all the golfers and volunteers enjoyed a BBQ lunch as they waited for the game results to be announced. First place and closest to the pin competitors weren't the only winners. With over 60 door and raffle prizes, many walked away with a little extra something.

The money raised from the tournament will be used to fund the Employee Recognition program for GSD/Capitol Police. Organizers for the event were very pleased with its success. "We have players who look forward to participating every year," said Joanne Brooks, the facilitator for their Employee Recognition Committee. She continued, "We raised the money we needed and had a fun time doing it."

The golfers preparing for the shotgun start at 7:15 AM.



Event volunteer, Diana Stein from Capitol Police, helps prepare for the after-game festivities.





Education Benefits at Your Doorstep

For State employees pursuing higher education, the benefits are many. They range from tuition reimbursement to Arizona Government University (AzGU) and all it has to offer. Employees have a wide range of options to choose from. The Department of Administration's Tuition Reimbursement Policy was recently revised and can be found on the ADOA website along with an application form at

www.adoa.state.az.us. To apply for this benefit, employees must meet certain requirements, including full-time status. According to the revised policy, the department will pay for courses that present a "reasonable correlation with the employee's career path."

Another valuable benefit to employees is the State's own university, known as AzGU. The vision of AzGU is "a best in class workforce." What people might not realize is that AzGU was established at the request of State agencies. Its original purpose was "to create more efficient, effective, affordable and customer-focused learning," and it has done just that. One of the ways AzGU reaches out to employees is through Educational Fairs.



"We bring Arizona's institutions of higher learning to the employees so they don't have to go searching for them," said Joellyn Pollock, director of AzGU. "These fairs allow employees to talk to a live person in a fun atmosphere."



A representative from Chaparral College in Tucson enlightens employees about Chaparral's career training opportunities during the AzGU Educational Fair in Tucson on April 19, 2005.

AzGU's most recent Educational Fair took place on April 19th in Tucson. The feedback was extremely positive. Attendees appreciated the added touch of food and music. According to employee surveys, most attendees found some interesting personal development opportunities and plan to act on them.

AzGU offers a full spectrum of courses from Time Management to Preventing Sexual Harassment. ADOA Director Betsey Bayless recently asked that all ADOA employees take the Preventing Sexual Harassment class. To register for the class or learn more about AzGU, visit their website at <http://www.azgu.gov>.



Arizona Government University





Ask the Experts

Spotlight on the Governor's Regulatory Review Council

You work for ADOA but you are called the Governor's Regulatory Review Council. Why?

The Council is called the Governor's Regulatory Review Council because its members are appointed by and serve at the pleasure of the Governor. Members of the Council staff are ADOA employees because the Director or Assistant Director of ADOA chairs the Council.

Who are the members of the Council?

The Governor appoints six members to the Council. One member represents the public interest and another represents the business community. At least one member must be an attorney. The Governor appoints one member from a list submitted to her by the president of the senate and another from a list submitted by the Speaker of the House. Each member is appointed for a three-year term and can be reappointed if the Governor chooses. The terms of two members expire each January. Information about the individuals who currently serve on Council can be found on its website at www.grrc.state.az.us.

What does the Governor's Regulatory Review Council do?

When most State agencies make a rule, they are required by law to submit it to the Council. The Council reviews the rule and either approves or returns it to the agency. The Council bases its decision to approve or return a rule on whether the rule meets the criteria established by the legislature at A.R.S. § 41-1052.

What is a rule?

A rule is a law. A rule has the same effect as a statute enacted by the legislature. However, rather than being enacted by the legislature, a rule is made by a State agency under a delegation of legislative authority from the legislature.

Why does the legislature delegate its legislative authority to State agencies?

The legislature delegates its legislative power to an agency because it lacks the time, staff, specialized knowledge or other resources needed to define the detail necessary to implement its broad public policy.

Does every agency make rules?

Not all agencies have rulemaking authority from the legislature. Without that authority, an agency cannot make rules. However, most agencies have rulemaking authority and most have made rules. More than 100 agencies are required to submit their rules for The Council's review and approval.

What kinds of things do agencies make rules about?

Just about everything imaginable! During the last three months, rules have been submitted to the Council that require children to be immunized for varicella, establish procedures for assigning an annuity from a lottery winner to someone else, establish new air pollution standards, prohibit certain acts inside a licensed liquor establishment, make changes to the Arizona State Retirement System, establish an adoption program for retired race horses, and regulate barbers. ADOA has rules. Its rules deal with a variety of topics including State employee benefits and conditions of employment, bus subsidy, renting a car from the State's fleet, surplus property, and traffic and parking control. State rules influence many aspects of your life every day.

Maybe I should be paying more attention to agency rules. How do I find out when an agency is making a rule?

The best way is to read the Arizona Administrative Register. This is easy to do because it is available on the Secretary of State's website (www.azsos.gov). It is published every week. An agency is required to publish a notice in the Register when it begins to plan a rulemaking and when it proposes a draft of a rule. If you are interested in rules on a particular topic, you can ask the agency to provide you with individual notice every time it publishes a proposed rule on that topic.

Does my opinion really make a difference to an agency that is making a rule?

Absolutely! Agencies know that their rules are better if a large number of people participate in the rulemaking process. The law that governs the rulemaking process requires that agencies provide opportunities for you to influence it. For example, after publishing a rule in proposed form, an agency is required to take comments about the rule for 30 days. So, if you see in the Register that an agency is making a rule on a subject of interest to you, be sure to comment on it. The agency is required to address in writing every written comment about a proposed rule and the Council will not approve a rule unless it determines that the agency adequately addressed every comment. You can also check the notice about a proposed rule to learn whether the agency is going to hold an oral proceeding on the rule. If so, attend the oral proceeding and let your views be known. If the

(Continued on page 14)

(Continued from page 13)

agency has not scheduled an oral proceeding, you can ask that it do so. And, you can address the Council at the meeting at which it is considering a rule of interest to you.

I knew the State had laws that I had to obey but I didn't know about rules. Are they published?

The State's rules are published in the Arizona Administrative Code. You can review the Code online by going to the Secretary of State's website.

What does the Council staff do?

As you can tell, the Council has a very big job and because the members meet just once a month, they have little time in which to do it. Council staff helps the Council to perform its statutory responsibilities. Staff does this by working closely with the rulemaking agencies. When an agency submits a rule to the Council, staff reviews it for compliance with the statutory criteria for approval. Staff may make suggestions to the agency about ways to improve the rule. Then, staff prepares a memo for the Council in which it summarizes the way in which the rule either does or does not comply with the statutory criteria. The Council considers staff opinions when making its decision to approve or return a rule. To learn more about staff, visit the Council's website or stop by to visit GRRC in Suite 402.

Tech Tip



Linking Emails To Multiple Folders

You can organize your mailbox using links.

At times, it can be difficult to know exactly which folder to store a message. That message you received from your boss regarding the departmental SECC project. Should it go in an SECC file? Or, perhaps you also keep a folder of correspondence from your boss? Where should you place the item? Your problem is eliminated by using links.

The link function allows you to access your GroupWise messages from multiple folders. Simply link the item to multiple folders.

Creating a link:

1. Open the folder containing the item.
2. Hold down the Ctrl key and drag the item to another folder to link it to that folder. You may also right-click then drag the item to the new folder and select Link To from the pop-up menu that will appear.

Repeat as necessary to link to multiple folders.

Changing a link:

1. Go into the folder you want to change.

Simply click and drag the item to a different folder. The link is deleted from that folder so the item no longer appears. The item remains in any other folders.

Removing a link:

1. Go into the folder you want to remove the link.

Select the item and delete it. The link is deleted from that folder so the item no longer appears. The item remains in any other folders.

If you have questions or need help with this or any other GroupWise function, please call the LAN Help Desk at 602-364-4444, Select Option 3, then Option 1.



People on the Move

for March/April



Division	Welcome	Good-bye, Good Luck
Risk Management	<ul style="list-style-type: none"> Steve Bold - new hire Diedra Boyd - new hire Reyna Soberano - new hire 	<ul style="list-style-type: none"> Lucille Colvin - left state service Loretta Hanna - transferred to Arizona Department of Transportation
General Services	<ul style="list-style-type: none"> Porfirio Barraza - new hire Maureen Campbell - new hire Denis Gallagher - new hire James Hartman - new hire Christie Henderson - new hire Alvin Spencer - new hire 	<ul style="list-style-type: none"> Phillip Blankenship - left state service Rudolph Canisales - left state service Thomas Cisco - transfer to Game & Fish Armida Cruz - left state service Donald Hardt - retired Andrew Magany - left state service Richard Tegeler - left state service Tillie Weiss - left state service
Human Resources	<ul style="list-style-type: none"> Ken Clark - new hire Irma Dominguez - transfer from Arizona Health Care Cost Containment Paul English - new hire Kimberly Gossling - transfer from Health Services Amy Kenney - new hire Amanda Wright - transfer from Department of Education 	<ul style="list-style-type: none"> Monica Anderson - transferred to Office of Strategic Planning and Budget Jessica Espinoza - transferred to Department of Revenue Elpidio Guillen - transferred to Corrections Seth Potter - left state service
Information Services	<ul style="list-style-type: none"> Duane Canonic - transfer from Arizona Department of Transportation Lawrence Heinz - transfer from Arizona Health Care Cost Containment Timothy Jones - transfer from Arizona Department of Transportation Atul Patel - new hire Dave Stanton - transfer from Arizona Department of Transportation Tsong Yang - new hire 	<ul style="list-style-type: none"> Tammy Garrobo - left state service Tim Giest - left state service Jim Gregg - retired Jim Hendricks - left state service Kent Hepburn - left state service Mark Herberg - left state service Morris Hermanson - retired Diane Hinkle - left state service Anna Jenness-Wells - transferred to Agriculture Marilyn Lockhart - left state service Vic McPherson - retired Texas Melton - retired Richard Miller - retired Sandy Muetzel - left state service Gail Pazan - retired Roberto Rodrigues - left state service Jim Ross - left state service Dale Skutt - retired Sean Smith - left state service Dave Taylor - retired Michael Wells - left state service Gus Zamora - left state service

Management Services	<ul style="list-style-type: none"> • Cindy Hamilton-Tomko - new hire • Iris Rivera - new hire • Tyrone Sneed - new hire • Louis Stefanski - new hire • Monica Verdugo - new hire • Derrick West - new hire 	<ul style="list-style-type: none"> • Shirley Alexander - retired • Herman Bouwer - left state service • James Butler - left state service • Sandy Jones - left state service • Joseph Ruiz - left state service
Director's Office	<ul style="list-style-type: none"> • Jerry Oliver - transfer from Attorney General's Office 	
Telecommunications Program Office	<ul style="list-style-type: none"> • Robert Hadley - transfer from Department of Economic Security • John Petriello - new hire 	
Enterprise Procurement Services	<ul style="list-style-type: none"> • Earnestine Austin - new hire • Kimberly Bonds - new hire • Mary Hammer - new hire 	<ul style="list-style-type: none"> • Denise Crawford - left state service • Regina Ford - left state service • Matthew Marino - left state service • Rana Schultz - left state service • Gecola Ward - retired
General Accounting Office	<ul style="list-style-type: none"> • Javier Carcamo - new hire • Gayle Davis - transfer from Department of Corrections • Sylvia Foreman - new hire • Julie Phelps - transfer from Department of Transportation 	<ul style="list-style-type: none"> • Sylvia Berumen - left state service • Barbara Clay - transferred to Department of Emergency and Military Affairs • Donna Cordova - left state service • Jacob Heaton - left state service • Mathew Snell - left state service • Donald Stevenson - transferred to Corrections